

COMPENSATION/BENEFIT SCHEDULE FOR ASSIGNED ARCHDIOCESAN PRIESTS

Direct Payments Monthly:

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| Base salary | - \$3,000 monthly, with stoles fees and stipends retained by the priest (effective July 1, 2026) |
| Ordination increments | - \$15 added for each year of service |

Other Available Benefits:

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| Health insurance | - \$1,950 monthly premium paid by the parish or institution to Priest Health Plan (effective March 1, 2026) |
| Retirement fund | - \$700 assessment funded monthly by parish or institution to Retirement Fund (effective July 1, 2026) |
| Cont. Ed. & Retreats | - Combined reimbursement to priest up to \$2,500 annually, documented to parish |
| Room and board | <ul style="list-style-type: none">- Housing and groceries* provided to priest, or priest administrator, associate priests and priests in residence- Parish-paid personal meals at restaurants are allowed, but the maximum allowed per month is \$500 if there is not a cook on staff, \$100 if there is a cook on staff- Business meals do not count against monthly maximum, but the business purpose must be documented when submitting for payment <p>*Alcohol, tobacco, and personal toiletries are excluded</p> |
| Laundry/dry cleaning | - Reimbursed to priest as documented to parish |
| Cell phone service | - Reimbursed up to \$80 per month to priest (available to pastors, associates, and chaplains) as documented for cell phone service not paid by the parish |
| Cable / Streaming TV | - Reimbursed up to \$100 per month to priest as documented for basic tv package not paid for by the parish |

Other Available Benefits (continued):

Insurance -Personal property insurance - \$25,000 as provided through Catholic Mutual
 -Personal liability insurance - \$300,000 as provided through Catholic Mutual

Additional Info:

Year of ordination increments - Each priest's salary is computed by adding \$15 per month per year of ordination to the base salary (see attached schedules). The increase occurs each year on July 1 based on years of ordination at that date. Salary is paid by the parish or institution to which the priest is assigned.

Health insurance - The Archdiocese of Omaha Priest Health Plan is negotiated in February of each year and new rates become effective March 1. The health insurance plan includes medical, dental, prescription drug, and vision insurance benefits.

Room and board - Priests should use the minimum figure of \$600 per month for room and board provided by the parish for social security purposes. **This is not a cash transfer to individual priests.** Food allowances or meals outside of rectory (non-business meals), paid by parish, may result in taxable income to the priest.

Automobile mileage - All priests are entitled to reimbursement for travel required in service to the church (parish, archdiocesan and other church-related business). This does not include personal and private use of the auto. The mileage reimbursement rate will be determined each year based on federal standards. The 2026 rate is 72.5 cents per mile. Documentation of the actual mileage and purpose of the trip must be presented and kept on file in parish or institution. (In the future, the mileage rate will automatically change when a new Internal Revenue Service rate becomes effective). Automobile allowance of a flat dollar amount may not be substituted for actual mileage documentation.

CLERGY SALARY SCHEDULE
\$3,000 BASE SALARY
(\$15 salary increment for years of service)

Number of Years since Ordination	Monthly Salary Amount	Annual Salary Amount	Number of Years since Ordination	Monthly Salary Amount	Annual Salary Amount
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Base	\$3,000	\$36,000	21	\$3,315	\$39,780
1	\$3,015	\$36,180	22	\$3,330	\$39,960
2	\$3,030	\$36,360	23	\$3,345	\$40,140
3	\$3,045	\$36,540	24	\$3,360	\$40,320
4	\$3,060	\$36,720	25	\$3,375	\$40,500
5	\$3,075	\$36,900	26	\$3,390	\$40,680
6	\$3,090	\$37,080	27	\$3,405	\$40,860
7	\$3,105	\$37,260	28	\$3,420	\$41,040
8	\$3,120	\$37,440	29	\$3,435	\$41,220
9	\$3,135	\$37,620	30	\$3,450	\$41,400
10	\$3,150	\$37,800	31	\$3,465	\$41,580
11	\$3,165	\$37,980	32	\$3,480	\$41,760
12	\$3,180	\$38,160	33	\$3,495	\$41,940
13	\$3,195	\$38,340	34	\$3,510	\$42,120
14	\$3,210	\$38,520	35	\$3,525	\$42,300
15	\$3,225	\$38,700	36	\$3,540	\$42,480
16	\$3,240	\$38,880	37	\$3,555	\$42,660
17	\$3,255	\$39,060	38	\$3,570	\$42,840
18	\$3,270	\$39,240	39	\$3,585	\$43,020
19	\$3,285	\$39,420	40	\$3,600	\$43,200
20	\$3,300	\$39,600	41 + over: additional \$15 per each additional year of service		

BENEFIT / SERVICE SCHEDULE FOR RETIRED ARCHDIOCESAN PRIESTS

Pension Plan

Retirement Benefit: \$2,010 monthly, \$24,120 annually (effective January 1, 2026)

Housing Allowance (non-taxable portion of retirement benefit): \$1,000 monthly, \$12,000 annually (effective January 1, 2025)

Medicare Part B Reimbursement: \$202.90 monthly, \$2,434.80 annually (effective January 1, 2026)

Insurance

Health / Dental Insurance: A Medigap plan is purchased for all retired priests through Benistar/Hartford for health, and Express Scripts for prescription drugs, at no charge to the retired priests. Dental insurance is comparable to the active priest plan (still through UHC) and at no charge to the retired priests. VSP coverage remains the same in retirement. Medicare is primary health insurance once retired, and the archdiocesan Medigap plan is secondary.

Housing

Retirement Residence: John Vianney Residence provides spacious, 2-bedroom apartments and garages subsidized by Archdiocese

Education

Continued Education: Tuition for approved courses taken at Creighton University subsidized in full by Archdiocese and Creighton University

Retreats

Archdiocesan Retreats: Funding available for approved, formally scheduled retreat programs.

End of Life Issues

Estate Planning: Archdiocesan Planned Giving Consultant available to discuss retirement planning

Last Will and Testament: Chancery will safeguard wills and funeral/burial documentation

Executor: The Vicar General and Chancellor (and other diocesan staff) should not be named as executor for any estate unless arrangements are made for that beforehand

Burial: Grave space, opening at time of burial and headstone provided at the south entrance of Calvary Cemetery

Consultation

Delegate for Retired Priests: Assists in meeting special needs arising within retirement